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POLICE

October / November 2017



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Editor:

Catherine Feast

Federation House,
Highbury Drive,
Leatherhead,
Surrey, KT22 7UY
Tel: 01372 352000

Designer:

Keith Potter

Advertising agents:

Richard Place
Chestnut Media
Tel: 01271 324748
07962 370808

Email:

richard@chestnutmedia.co.uk

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**Police
Mutual**
ALL PART OF THE SERVICE



Editorial
October /
November

Catherine Feast,
Editor

Don't spend it all at once...

So the much-awaited pay award for police officers was announced by the Government as something to be celebrated. The one per cent pay cap was to be lifted and as a mark of thanks for a tough year, officers were going to get a further one per cent on top. That's right: a whole two per cent.

That (for an average cop) is less than a tenner a week, and the same amount again as a one-off this year. But while one per cent consolidated was expected and budgeted for by forces, the second per cent was not and there was no more money coming to pay for it, so forces have been left to work it out themselves.

It is too easy for the Government to say we know what is in reserves; beleaguered constabularies have already had to dip into their savings accounts to cover the basics, and money set aside for police service reform projects is now at risk. And who needs reserves anyway? It's not like the country is facing a high threat level, or that a number of atrocities haven't happened already this year...

So folks, it's down to you – would you rather have that extra tenner, or would you rather that depleting resources aren't reduced further to make your working life even more challenging than it already is?

That said, we got more than most. We were the only ones to have the audacity to ask for more – and while we didn't get the 2.8 per cent we felt was fair, it shows it pays to ask in the first place.

So while you're off squandering your extra £9.94 (have fun people... make it last!) we're just off to pop on our Oliver Twist costume to practice: "Please sir, I want some more."

 Follow the Federation @pfew_hq

Derisory pay award insulting to officers

The Government has been urged to stop with smoke and mirrors and be honest about the police pay award in a scathing attack by Federation branches.

The Federation hit back at claims officers had received a 32 per cent pay increase, saying it was a "joke" and a "downright lie when it came to the majority of officers" given it applied to a small number (less than four per cent) of new officers who started in 2010.

Federation branches penned an open letter to call on the Government for answers and to stop with "smoke and mirrors".

Vice-Chair Calum Macleod said the Government had "lost touch with reality, if they ever had it, and are clueless as to the demands and dangers officers have to face on a daily basis to keep communities safe. Officers are struggling to keep their heads above water and all we are asking for is fair recognition."

The fact that the two per cent award – not in line with a 2.9 per cent increase

in inflation – has to come from existing policing budgets means forces were having to shelve other priorities in order to honour it, and forces were beginning to raise their heads above the parapet to echo the concerns.

Facing a tipping point

Avon and Somerset Chief Constable Andy Marsh said that despite the "resilience, professionalism and commitment" of officers and staff the force was facing a tipping point.

"Our continuing ability to safeguard communities, protect the vulnerable, and manage major incidents of this kind is being severely tested. It's simply not sustainable.

"There are serious choices to be made and we don't believe we can or should make those alone. We believe the time has come for others to share the risk, and budget decisions and future choices about funding should be made in the full knowledge of what they are."

Do we have the resources we need?

Officers across the country were called back on duty following the Parsons Green Tube attack which left 30 people injured.

The homemade bomb partially exploded on an eastbound District Line train, throwing a fireball along the carriage in rush hour.

As the country's terror alert was increased to critical (the highest level), stretched officers were called back to duty and the military was brought in to assist.

The incident again raised the issue of whether forces have the resources they need to cope, this time the mantle being taken up by Chief Constable Sara Thornton, chair of the National Police Chiefs' Council.

While praising officers' response she questioned whether enough money was being put into tackling the growing threat of terrorism, citing "real concern" that the £700m annual policing budget was set to be cut by 7.2 per cent in the next

three years despite the growing threat.

"Every time there's a terror attack, we mobilise specialist officers and staff to respond but the majority of the officers and staff responding come from mainstream policing. This puts extra strain on an already stretched service.

"This disrupts the daily work of policing on which the public rely, it creates backlogs of incidents in our control rooms and results in a slower response to the public."

She warned that, with officer numbers at 1985 levels and increases in crime, the 2015 cash settlement was not enough. She also voiced concerns about the resilience of local neighbourhood policing – something the Federation has highlighted for several years, as has – more recently – HMIC.

"Fewer officers and police community support officers will cut off the intelligence that is so crucial to preventing attacks."



View from the chair

Steve White, chair of the Police Federation

We need all the options to meet threats most effectively

The first time I had a Glock strapped to my leg I felt most uneasy. I had absolutely no experience of firearms and as I stood to take my aptitude shoot, I just hoped that I wouldn't literally shoot myself in the foot.

I served as an authorised firearms officer (AFO) for six years. Even to this day when I watch the TV and see actors holding and pointing weapons in ridiculous and dangerous manner I get distinctly uneasy. It was the training instilled in me.

Routinely armed

As we publish the results of our recent firearms survey (see p9) it is clear that more officers feel the need for more firearms support. The numbers who are prepared to be routinely armed has increased. What the public – and indeed those operational leaders who will decide on deployment – must remember is that just because you are an AFO, it doesn't mean all you do is shoot.

We are all police officers first and foremost, specialists second, and policing is about engagement, communication and trust. But what is clear is that if we are to effectively meet the threats of modern policing in the UK, the tactical options must be available to the ever-decreasing numbers of officers who stand in the way of danger.

Just because it's nice to say we are an unarmed service doesn't mean this should override operational necessity.



Follow me on Twitter @PFEW_Chair



DAC Neil Basu told delegates at the PSAEW National Conference that the pace at which the IS terror threat was spreading was cause for alarm

Counter-terror chief: speed of rise in terror threat unexpected

Community policing has an essential role to play in combating the growing terror threat.

That was the message to the Superintendents' conference from Met Police Deputy Assistant Commissioner Neil Basu, who co-ordinates the national counter-terrorism effort. He painted a grim picture of the current threat, saying the terrorists "absolutely believe they are justified in their actions and they absolutely want to kill us".

Power vacuum

Mr Basu charted the rise of the threat, from the horror of the Twin Towers attacks in 2001, to the Arab Spring in 2011 which he said had created a power vacuum for Islamic State to thrive. However the speed of the terrorist movement's spread had been unexpected and the pace at which the threat is evolving continues to cause alarm.

He said: "We predicted that as IS was defeated on the battlefield those fighters could come here. The police and the state would be the natural targets, but now we're seeing attacks on soft civilian targets – low tech and low cost. These tactics are being copied by the extreme right wing as we saw at Finsbury Park."

Since March 36 people have died, four injured and five plots have been foiled, but every week new investigations are opened, involving terabytes of data.

"Only communities will defeat terrorism and that will always require excellent community policing."

Met Police DAC Neil Basu,
Senior National Co-ordinator,
Counter-Terror Policing

Jihadist recruiters "really know how to use Twitter" and are "masterful" at war propaganda and directing and inspiring acts of terror, Mr Basu warned. "No one police force can cope with the threat alone, including the Met – 50 per cent of the response is from core policing and the wider emergency services and this is why we cannot afford cuts in policing.

"We were worried about returning IS fighters. They don't need to be directed and enabled anymore, and don't attempt to profile them – they are young and old, educated and illiterate, and many of them unknown to us."

He repeated the call for online platforms to do more to remove IS propaganda from the internet, and said the public must be the eyes and ears of the police and intelligence services: "Only communities will defeat terrorism and that will always require excellent community policing."

‘We’re not deaf, we get it’

Policing Minister Nick Hurd suggested the penny may have finally dropped at the Home Office on the need to increase police officer pay* and numbers.

Taking the lectern at this year’s annual conference of the Police Superintendents’ Association of England and Wales (PSAEW), after President Gavin Thomas had warned of a “perfect storm on the horizon” caused by falling officer numbers and increasing threats, the Minister said: “We are not deaf, we get it.”

He said he had heard a “clear and consistent message” from police associations and frontline officers since taking up his post in June. He has already visited nine forces and spoken to leaders and frontline officers, and plans to engage with each force to understand the demands on their resources and how this is managed – as well as how £1.8bn of reserves on police balance sheets will be spent.

Frustration and anxiety

“Experienced police officers are telling me they have never worked in these conditions before, there is a lot of frustration and anxiety; when I read the results of your resilience survey I believe it,” he said.

Mr Hurd announced a handful of spending commitments, including £20m to help forces improve digital policing, and hinted at an “imminent” announcement on pay. But his reassurances were balanced with a



Policing Minister Nick Hurd told conference delegates that he recognised officers’ “frustration and anxiety”

reminder that the job of getting the public finances back in the black is not yet complete, and demands for cash would need to be based on “evidence not assertions”.

In his speech Mr Thomas said policing had reached a tipping point, warning of a “perfect storm” of fewer resources, reduced public services, new threats, and a worrying increase in some crimes. He said: “The service is not broken but it’s reaching the limit of what it is reasonably able to do, given the enforced constraints on our structures.”

He added that the PSAEW resilience survey of superintendents, found that 80 per cent felt their roles and workload were now too big for one person. More than 70 per cent are not taking all their rest days, half had signs of anxiety and a quarter admitted they were depressed.

This echoes the Police Federation of England and Wales’ (PFEW) Pay

and Morale survey (see p20-21) which found that 72 per cent experienced an increase in their workload in the last 12 months, and 62 per cent said it was too high. The ONS annual crime statistics and workforce data further evidenced the pressures on policing. They revealed a 10 per cent increase in police recorded crime with significant rises in violent crime (including knife and gun crime), which forces are trying to tackle with the lowest number of police officers since 1985.

PFEW Chair Steve White welcomed the PSAEW President’s words, but said the Federation believed the ‘perfect storm’ was already here. He added: “Despite our members’ unyielding resolve to get the job done and keep the public safe, increasing and changing demand is proving simply too much.”

** statement made before pay award announcement*

Over-burdening police will lead to a ‘vulnerability crisis’

An over-burdened police service is struggling to protect the most vulnerable in society, PSAEW Vice-President Paul Griffiths warned.

He used a graphic of tipping scales to show how the list of responsibilities falling on a dwindling number of police officers had increased to the point where the service is now being overwhelmed.

Threats include honour-based killings and abuse, forced marriage, modern slavery, hate crimes, FGM, domestic abuse, sex abuse, stalking, missing person

enquiries and mental health incidents, all in addition to the regular police workload.

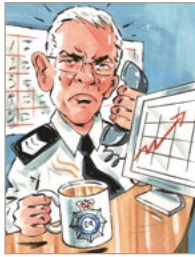
“One thing is clear, there is more here than police can manage – demand divided by resource capability equals a vulnerability crisis,” Mr Griffiths said.

He called on the Government to end “silo working” and mobilise public sector workers – including 5.4 million doctors, social workers, firefighters and anyone involved in public contact – to focus on vulnerability, with 17 million people in the charity sector who might potentially help.

“Never has it been more important for a one-public service approach - that is how we tip the scales,” said Mr Griffiths.

The conference also heard from Norfolk Chief Constable Simon Bailey, NPCC child protection lead. He said incidents of abuse had increased tenfold during his three and a half years in post, including a new trend of sex abuse directed over the internet. He warned it was only a matter of time before police would have to deal with the advent of child sex robots, which could act as a driver for real life abuse.

STATION SERGEANT



Asking if the cap fits

Let joy be unconfined. May the church bells ring out across the land. The Government has announced that it is lifting the One per cent cap on pay for police and prison officers.

This is, in principle perhaps, very good news, though as usual the devil lies in the detail. We get the same one per cent, but with a stunning one per cent 'bonus', which is nice. I hesitate to be churlish, and to comment that this is scant compensation for having become steadily poorer over the past few years as our pay rose by less than the Consumer Price Index. It is rare for any government to come to us bearing gifts.

I can envisage that making us a special case will lead to a gnashing of teeth in other parts of the public sector, especially those that can go on strike. No doubt, even as I write, Trumpton colleagues will be laying down their pool cues and boycotting the gym, while copies of *The Guardian* will be screwed up and thrown across school staff rooms up and down the country.

Heroic response

I would like to think that being slightly more generous with us is, at least in part, recognition of the heroic response by so many of our colleagues in the stream of terrorist attacks and other major critical incidents earlier this year. It might appear to be a massive injustice to reward the fire and ambulance services, along with NHS casualty staff, with a poke in the eye by refusing to lift the pay cap for them as well. But apparently it is because, while most public sector Pay Review Bodies didn't bother to request an increase, ours had the cheek to say: "Please can we have some more?"

If you don't ask, you don't get.



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IPCC Chair Dame Anne Owers said investigations would be speeded up and simplified in the reformed IOPC



Pictures © PA Images

IPCC blames ballooning workloads for delays

Dame Anne Owers, chair of the Independent Police Complaints Commission (IPCC), has responded to criticism from the police service over the length of time her organisation takes to investigate alleged misconduct.

She told an audience at the PSAEW Conference that processes worked "reasonably well" when her team were looking into 100 cases a year, but the workload has ballooned to 650 annual cases, resulting in unacceptable delays.

The Police Federation of England and Wales (PFEW) has been vocal about the professional and psychological toll on officers stuck in limbo as investigations drag on – including the extreme case of two Nottinghamshire officers in June who waited six years to learn they had been cleared.

The IPCC is being reformed and renamed by the Home Office into the Independent Office of Police Conduct (IOPC). The new body will be led by a director general unconnected to policing and have senior points of contact for the regions and Wales. Investigations will take two forms – independent inquiries as per the current system, or 'directed' inquiries, where the IOPC will call on police resources.

Dame Anne said the investigation process would be simplified and speeded up. "I want to see the complaints system be a 'canary in the mine' and about

learning and training, not just conduct and criticism," she said. She said the bigger systemic picture would need to be considered, adding: "I'm troubled if the approach is to investigate whoever is left holding the parcel when the music stops – I want to know why the music was playing like that."

An audience member questioned why the IPCC was not subjected to timescales in the same way that forces were, asking: "How long does it take to obtain a witness statement or CCTV?" She replied that the answer is not rigid time limits but making processes as effective as they can be.

Lost trust

PFEW Conduct Lead, Phill Matthews, didn't disagree with Dame Anne's comments, but said that "these reforms should have happened on her watch."

"We are now at the stage where our members have lost trust in the IPCC and will be concerned whether this new body will be any different to the old one. It will still be a political appointee in charge and the same people doing the same work," he said.

He added that unless the IPCC and its successor faces penalties for failing to adhere to regulations and Home Office guidance, including time limits, there will be little incentive for it to change.

Officers say 'We'll carry firearm'

More officers than ever have said they support routine arming, with more than half being prepared to carry a firearm if they were told to.

The findings come from a national firearms survey by the Police Federation of England and Wales (PFEW) – the first since 2006.

Just over a third who responded (34 per cent) personally supported the idea of routine arming, compared to 23 per cent in 2006 – a rise of 11 percentage points – but over half (55 per cent) said they would be prepared to carry a firearm if it was decided all officers should be armed, on or off duty. This was an increase from 45 per cent in 2006.

The greatest support, 43 per cent, was for firearms to not be issued routinely to all officers, but for more to receive training and be issued with firearms as and when needed.

Steve White, PFEW chair, said the results were expected, “considering the threats we now face, the resources we don’t have and the demand we can’t meet.”

Principle of policing by consent

“Despite the atrocities seen this year, a terror threat that only goes up, never down, and prolonged pressure heaped on officers, they still hold on to the principle of policing by consent, with two thirds of officers not wishing to be routinely armed if given the choice.”

Similar to the 2006 results, male officers (41 per cent compared to 16 per cent of female officers), those in urban locations (40 per cent) and officers in frontline roles – such as roads policing officers (48 per cent) and response officers (42 per cent) – were more supportive of routine arming.

Figures also highlighted the fact officers were concerned that armed support would not be readily available to them should they call for assistance, with more than half (56 per cent) raising this as a worry, up 13 percentage points since 2006.

“Firearms officers have not escaped the savage cuts to police numbers across the service since 2010,” added Mr White. “Only now are we seeing those levels return because of the need for this specialist skill. Let’s face facts, we live in dangerous times.”

The survey showed a significant proportion of officers wanting improved access to protective measures and equipment at all times on duty. This included double crewing (68 per cent), body-worn video (78 per cent) and Taser (75 per cent).

The results will help support the Federation’s Protect the Protectors campaign, which calls for improved access to equipment for officers and a change in legislation to get harsher sentences for those who assault emergency workers; they will also be used to inform, lobby and direct improvements.

The survey was carried out earlier in the year and saw more than 32,300 officers take part. It builds on other local force surveys carried out in the past 18 months including Hampshire Police, the Metropolitan Police and West Yorkshire Police.



Criminals try to trick custody cops with 'new' drugs

Custody officers have been warned to look out for criminals who deliberately want to be arrested so they can smuggle drugs into jails.

The alert came from drugs expert Det Con Jamie Thompson who says offenders can get paid vast sums of money if they can successfully conceal drugs in their bodies which remain undetected following arrest and eventual transfer to prison.

He warned: "Look for offenders who are out on licence and seemingly desperate to get locked up and commit minor crimes to take the drugs into prison. One guy broke the window of a police station because he was going to get paid £1,000 for the drugs."

DC Thompson outlined to delegates at the custody seminar the hazards of a new generation of drugs – including Fentanyl and 'Spice' – for those working in detention.

Stronger than heroin

"Custody officers need to take extreme care with Fentanyl, especially in powder form where it can go into the air and be breathed in, or get onto the skin. This stuff is 1,000 times stronger than heroin – officers need to glove up and wear face masks if dealing with the powder, and seek medical assistance urgently if the suspect has it," he said.

In the US, where it is called Grey Death, the drug is popular with heroin users but in the UK it was more common to see it in a patch form, especially for use in care homes. "Heroin users will raid care home bins and suck on the patches," said DC Thompson, adding that, while not on the scale of America, Fentanyl use was beginning to creep into North Yorkshire, Humberside, Staffordshire, Cumbria and Met force areas.

He also talked about the difficulties with 'legal highs' and so-called 'new psychoactive substances' like Spice, an extremely potent form of synthetic cannabis dubbed the 'zombie drug' by media because users stop in their tracks after use.

Trials collapsed

Obtaining convictions was hard, he said, because of the difficulty of quantifying possession, and two recent trials involving nitrous oxide or 'laughing gas' had collapsed because a judge ruled it was a medicine, not a psychoactive substance. Thirty more people were awaiting trial on similar charges but law enforcement and the judiciary were awaiting clarification from the Home Office.

"For custody officers, if someone is suspected of swallowing a substance, then there has to be constant observation."

Custody still

Nearly one in five (19 per cent) custody officers want to be redeployed away from detention duties as soon as possible.

And nearly three-quarters (73 per cent) of officers not currently in a custody role say they would never want to do that job.

The survey results back up the long-held view that custody is still perceived as a 'punishment posting' by many, says the Police Federation of England and Wales (PFEW). By comparison, less than two per cent of firearms officers want to switch jobs.

The current day custody climate was revealed in PFEW's annual Pay and Morale survey which included custody-specific questions for the first time. More than 30,000 officers, equivalent to a quarter of all federated ranks, took part.

Most challenging

Andy Ward, PFEW Deputy General Secretary and Custody Lead, speaking at the National Custody Seminar in Warwick, said that custody was "one of the most challenging areas of policing" with "potentially serious ramifications" if anything goes wrong. "The responsibility is enormous in trying to look after detainees' rights and welfare as well as managing complex risks to ensure their safety and security," he said.

"There are also additional risks where those being detained are vulnerable, for instance through alcohol or drug impairment or dependency, or where suffering with mental ill-health. We

Virtual reality avatars

Custody officers could soon be training using virtual reality avatars to improve the safety of detainees.

The video game technology, already in use in the military, is being developed in trials for police in a bid to raise the standards of custody training nationally and ensure consistency across forces.

National custody lead Chief Constable Nick Ephgrave unveiled the trial as the policing custody world awaits the

a ‘punishment posting’

Pictures © Scott Barstow / Alamy



The survey results back up the long-held view that custody is still perceived as a ‘punishment posting’ by many

have said repeatedly that police cells are not the right place for those with mental health issues, but budget cuts across the NHS and local authorities still mean that too often the police service has to step in when individuals are in crisis and need a place of safety.

“For all those reasons the survey results are not surprising, given the immense challenges faced by those working in the custody arena.

“More than 60 per cent of custody officers who responded said they had low personal morale and this is coupled with a shortage of training – we know of at least one force which has had no refresher custody training for five years. More than 59 per cent also reported their workload was too high.”

Other results from the survey included:

- 62 per cent of custody officers said that their workload had increased in the last 12 months
- 11 per cent of custody officers intend to leave the police within the next two years

Mr Ward said the number of officers applying to be a custody sergeant is also dropping. “It is not surprising that there is a reluctance to work within custody when, despite the specialist nature of the role, investment in the training and development of custody staff is inadequate. When there are organisational failures, all too often custody personnel are blamed, whereas what is needed is a corporate and holistic approach, bringing together all relevant agencies and proper resources to ensure that detainees are kept safe.”

could help to raise standards of training

publication of the Independent Review into Deaths and Serious Incidents in Custody, ordered by Theresa May in 2015.

Speaking at the National Custody Seminar, Mr Ephgrave said the virtual reality training concept could revolutionise custody training.

“Using lasers and 3D photographs, we can develop remote-controlled avatars which trainers can use to replicate a series of custody scenarios operating from

anywhere in the country. We can monitor and record all the interaction, adapting its use for very type of situation. It can even measure eye contact.”

Custody training is also likely to feature in the long-awaited Review, which was chaired by Dame Elish Angiolini. Last month PFEW custody lead Andy Ward criticised the delay in its publication as some forces have waited more than five years for custody refresher training.



Concerns over use of restraint

The health and welfare of detainees needs to be constantly monitored – particularly if restraint methods need to be used.

Constant observation is key in those cases, according to Susan Freeburn (above), a principal lawyer in criminal and misconduct cases and expert in custody investigations from law firm Slater & Gordon.

She told delegates that custody officers needed to “remain very vigilant” about a detainee’s breathing especially after restraining them. “Positional asphyxia can come on so quickly that there are virtually no outward signs,” she said.

She said it was vital that corners were not cut when dealing with regular detainees in custody, and urged caution after particularly traumatic or serious incidents in custody, warning that there was a risk of ‘perceptual distortion’. “This is probably not the best time for custody sergeants to crack on with the custody report. They are effectively going to Stage 4 of the post incident procedure in the Custody Record at a time when they are probably quite distressed, leaving a way in for investigators later on.”

Other speakers at the seminar included Caerwyn Ash, Associate Professor of Medical Devices at the University of Wales Trinity Saint David, on his research into preventing deaths in police custody, and the College of Policing’s mental health lead Insp Mike Brown. PFEW’s firearms and police officer mental health lead Ché Donald spoke about the Protect the Protectors campaign and legal expert Professor Michael Zander QC talked about developments in PACE (Police and Criminal Evidence Act).

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Huge support for PFEW campaign at Emergency Services Show

The campaign pushing for a change in legislation to impose tougher sentences on those who assault emergency service workers was bolstered with a dramatic show of public support following the launch of its online petition.

The Federation took the campaign to the Emergency Service Show last month in Birmingham, launching the petition on day one. In just three days there were more than 6,000 supporters.

Federation Vice-Chair, Calum Macleod, took to the stage on day two, to present our cause to delegates at the health and safety seminar.



Calum Macleod addresses the audience at the Emergency Services Show

Psychological effects

Mr Macleod said: “Too often police officers are treated unfairly by a judiciary which dismisses assaults as ‘part of the job’. It isn’t and should never be. We estimate that an officer is assaulted every four minutes, but a lack of confidence in the judiciary means these are under-reported, so the true figure may be much higher. These attacks have lasting psychological effects on officers and their families. We need a proper deterrent.”

Mr Macleod took questions from the

floor, including from a Fire Brigades Union official who questioned whether offenders would take any notice of tougher sentences.

He responded: “If they get five years in prison rather than a slap on the wrist that will make a difference. It will send a strong message.”

The issue has already been heard in the House of Commons via a Private Members Bill, raised by Chris Bryant MP – a second reading is

due to take place on 20 October.

The campaign was taken to the Emergency Services Show to spread the word with a view to working more collaboratively with blue light colleagues to effect the change.

You can help push for change by writing to your local MP, asking them to be in Parliament on 20 October to back the Bill. You can also sign the online petition by clicking here

Positive steps to better protect police drivers

A significant step has been taken in the Federation’s campaign to seek better protection for police pursuit drivers after the Home Office announced a review of the law and guidance surrounding police pursuits and response driving.

Policing Minister Nick Hurd outlined that the review will involve the Department for Transport, the Department of Health, the Attorney General’s Office and the IPCC, as well as the relevant National Policing Leads, the Police Federation of England and Wales (PFEW), representatives of the other emergency services and groups representing other road users.

Momentum gathering in recent months

The announcement follows a prolonged campaign by the PFEW for a change in legislation around emergency response driving, and forms part of the Protect the Protectors campaign.

Tim Rogers, pursuits lead for the PFEW, said that momentum had been gathering in recent months and this marked “a

significant step” in bringing about the change felt necessary.

The current exemptions designed to enable modern policing to remain effective are vastly outdated, some dating back to the 1970s, and offer no protection for officers facing careless or dangerous driving charges, with trained professionals being judged by the same standards as a member of the public in any normal driving situation. “There is no differentiation in law to recognise the professional training emergency response drivers undertake,” he said.

The recent spike in moped-related crime has been sighted as a key factor for the review. The Federation has been clear how this is a good example of how exposed officers are, with offenders exploiting the vulnerability that exists for officers to be prosecuted under current legislation.

Mr Rogers added: “There is light on the horizon and we won’t let up in our efforts to better protect our members in the face of the dangerous role they perform to keep us all safe.”

PC Karl Heath was assaulted on duty. His collarbone was broken in four places. Had he been wearing a camera his attacker could have been convicted instead of walking free.

Support our campaign for a wider roll out of Body Worn Video and tougher sentences for those who assault police officers.



‘We have to stop the violence’

The Federation has been working closely with parliamentarians and partners to press for tougher sentences for those who assault police officers and the wider emergency services. On 20 October a private members bill supporting our campaign will be debated by the House. Here, the bill’s author, Labour MP Chris Bryant, tells POLICE magazine why he is supporting the campaign.

Every week you read some new horror story of an attack on an emergency worker. In one incident in South Shields this year a man head-butted a community support officer and knocked him out with a bottle of Amaretto before attacking two officers in a patrol car, punching one female officer so hard that he broke her nose. It’s not just police officers.

Plain unacceptable

So frequent are attacks on staff in A&E units in North London that a special police force has now been set up to protect doctors and nurses from assault. Last year, hospital staff in Wales were attacked more than 18,000 times while at work and not long ago a gang of 30 youths attacked fire officers in my own constituency in the Rhondda as they were trying to put out a fire.

This is plain unacceptable and we politicians must do everything in our



power to try to curb this spiral of violence against emergency workers. As things stand, the law offers no special protection to many of these workers. An assault on them is viewed in law as just the same as an assault on any other member of the public. Yes, there are specific laws on assaulting prison officers and the police, but these are wholly inadequate. So, along with my fellow MP Holly Lynch, I am

proposing a new aggravated offence of attacking an emergency worker while they are at work. I believe passionately that an attack on any of these staff is an attack on the whole of society – and it should carry a heavier punishment.

Months of uncertainty

There’s another problem. Thousands of officers have to face months of uncertainty after being spat at because assailants refuse to provide a sample to be checked for infectious diseases. We will also make it an offence for an assailant who has spat at an emergency worker to refuse to provide a sample.

I hope this won’t mean lots more people will go to prison, but that people will think long and hard before attacking an emergency worker. We have to stop the violence. We have to protect the protectors. Write to your MP to tell them to be in Parliament on 20 October to back our bill.

Show your support for Protect the Protectors

Protect the Protectors was the focus of the Federation’s messages at the Labour and Conservative party conferences, in a bid to build momentum for the next stage of the Bill.

Calum Macleod, vice-chair of the Police Federation of England and Wales, led the events, driving home the message that when it came to protecting officers, the answer lay with Parliament, as well as the staff associations pushing for change.

As well as getting support for the online petition, which was launched at the Emergency Services Show in Birmingham, he highlighted that the drive behind the campaign initially was to raise awareness of the staggering number

of assaults that are committed against police officers – it is estimated that one takes place every four minutes – but had evolved to encompass much more.

Citizens’ safety and security

“We are working towards improving welfare support and provision for our members whose morale is at an all-time low due to rising demand, overstretched resources and a four-year pay cap preceded by a two-year pay freeze. The Government’s primary responsibility is the safety and security of its citizens, and we must ensure we have a police service which is able to do the job.

“While there is sympathy in Westminster, and from the public, for rank and file

officers, the campaign is urging politicians to stand up and show they support their police officers. Following The Assaults on Emergency Workers (Offences) Private Members’ Bill in July – which won cross-party support – a second reading of the Bill is due to take place on 20 October.

“With support from the British Transport Police Federation and Prison Officers’ Association, if progressed this will be a well-deserved boost for police officers and other emergency and public sector workers.”

You can show your support at www.polfed.org/ptp, @PFEW_HQ #ProtectTheProtectors, and sign the petition by clicking here.

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National Police Memorial Day – united in memory



Home Secretary Amber Rudd joined a congregation of nearly 2,000 in Cardiff in September to remember officers who have died on duty.

The emotional gathering was a poignant reminder of the sacrifices too many officers make, and only six-months on from the tragic murder of PC Keith Palmer.

Families, friends, colleagues, senior officers, and government officials were welcomed on arrival at St David's Hall by a horse guard and guard of

honour formed by representatives from each force in England, Wales, Scotland, Northern Ireland, and uniformed police officers from overseas forces.

Just as the service was about to start, the National Police Air Service flew over the hall, as a mark of respect.

A leather-bound book of remembrance, provided by the Police Roll of Honour Trust in dedication to all officers who have died on duty, was carried and presented by Sergeant Joanne Matulevicze from Police Scotland.

■ FEATURE

The Home Secretary gave a reading before prayers were read by PC Ian Swales, Cambridgeshire Police, on behalf of his crew partner PC Andreas Giovanni Newbery; Tim Harding, son of PC Leonard Alan Harding, Wiltshire Police; Tony Browning, father of PC Gareth Browning, Thames Valley Police; and Amy Mawson, daughter of Sergeant Nigel Mawson, West Midlands Police.

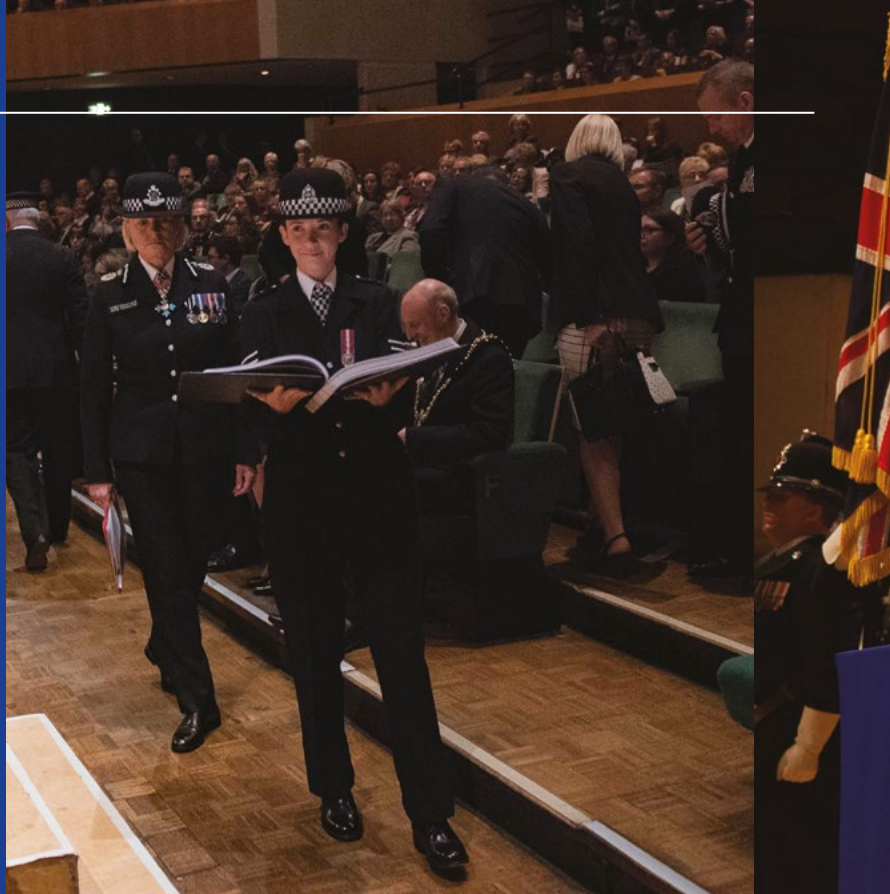
Candles to remember

PC Lowri Davies, daughter of PC Terence John Davies, Gwent Constabulary, lit the candle to remember those who died from the police forces of Wales; Thelma Corkey, widow of Reserve Constable Samuel Snowdon Corkey, Royal Ulster Constabulary, lit the candle to remember those who died from the police forces of Northern Ireland; Laura Wiggins, daughter of PC Douglas Wiggins, Police Scotland, lit the candle to remember those who died from the forces of Scotland; and Pamela Knee, sister of PC John Egerton, Greater Manchester Police, lit the candle to remember those who died from the police forces of England.

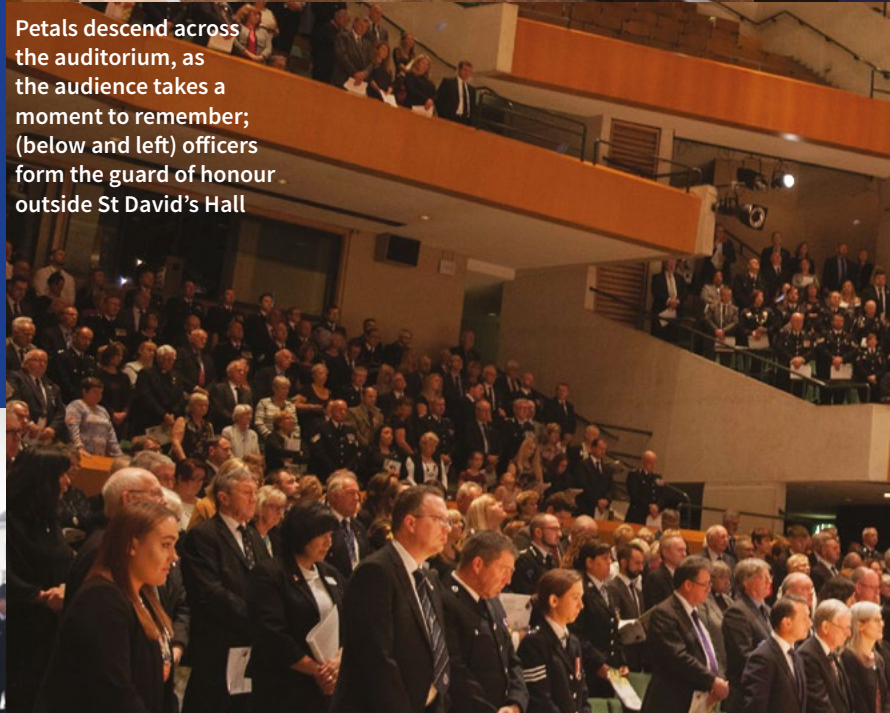
Steve White, chair, Police Federation of England and Wales, read the names of the officers who have died in the last year: DC Joe Mabuto, Thames Valley Police; Inspector Mark Estall, Essex Police; PC Paul Briggs, Merseyside Police; PC Austin Jackson, Leicestershire Constabulary; PC Keith Palmer GM, Metropolitan Police; and PC Gareth Browning, Thames Valley Police.

There was silence in the auditorium as petals of remembrance descended from the gallery before the Last Post was sounded.

Pictures: Peter Anderson



Petals descend across the auditorium, as the audience takes a moment to remember; (below and left) officers form the guard of honour outside St David's Hall

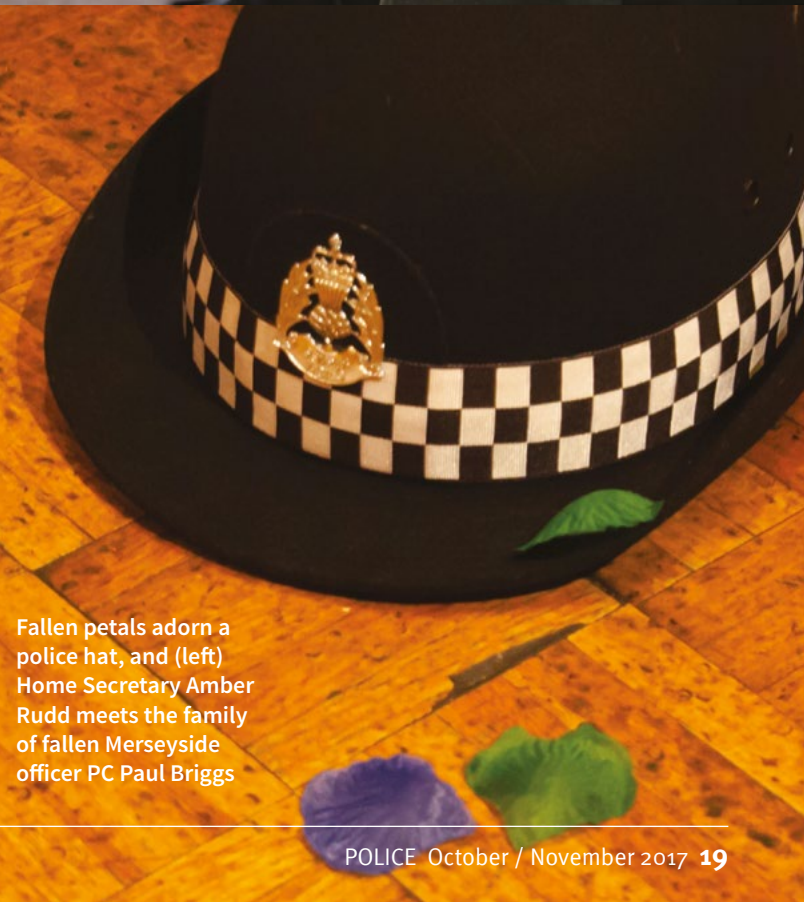




PC Lowri Davies lights a candle to remember those who died from police forces in Wales; (left) officers present the book of remembrance



Officers from across the world attended the event



Fallen petals adorn a police hat, and (left) Home Secretary Amber Rudd meets the family of fallen Merseyside officer PC Paul Briggs

Proud to serve – but don't

Officers' personal morale is continuing to drop, with the way police are treated being the biggest contributor.

As demand continues to grow and impact upon overstretched police forces, nearly two thirds (60 per cent) of officers said their personal morale was low – nearly five per cent more than last year. A staggering 85 per cent blamed it on the way the police service as a whole was treated.

The findings come from the Police Federation of England and Wales' (PFEW) annual pay and morale survey, in which more than 30,000 officers – equivalent to a quarter of all federated ranks – took part. Respondents increasingly said their morale had been negatively affected by their work-life balance, their health and wellbeing, workload and responsibilities, and their day-to-day job role.

Steve White, PFEW chair said the results were hardly surprising: "Officers do a heroic job as evidenced by the events of the past year, yet they feel undervalued and under pressure. We know that officers enjoy tremendous support from the British public as a whole, which is a source of enormous pride for them. But something has to give, and unfortunately the evidence shows that it is these officers' personal welfare, as they struggle to meet rising demand with dwindling resources and 21,000 fewer officers than 2010."

Officers are demoralised and despondent

The survey also found that more than one in 10 cops can't afford essentials – and that figure rises to around one in six for probationers. Mr White continued: "At a time when we have never needed the police more, with heightened threats almost weekly, we have many officers who are finding it hard to put food on the table for their families and are resorting to welfare schemes. No wonder officers are demoralised and despondent."

The survey revealed a small increase in those who said they were proud to be in the police – 65 per cent compared with 61 per cent – but once again over two thirds (70 per cent) wouldn't recommend joining the police to others. There was also a small increase in the number planning to leave the service either as soon as possible or within the next two years (12.3 per cent compared to 11.8 per cent).

Mr White added: "Policing has always adapted to changing demands. But the struggle to meet these demands in recent years has changed the outlook for many officers. It is encouraging to see that – in another recent PFEW survey – four in five new recruits (83 per cent) said they intend to stay in the police service until pension age, but the challenge is now supporting and nurturing that enthusiasm so they feel motivated to continue with their chosen career in the years to come."

For the first time the survey also asked for officers' views on recent professional development initiatives,



do it

including 'direct entry' schemes. More than three quarters said that the schemes at chief constable, superintendent or inspector levels would have a negative impact on policing.

Mr White said the message from officers "could not be clearer." "Our members are feeling the strain and want to feel valued and be adequately paid. Every police force, HMIC and the College of Policing must now place greater emphasis on working together to improve police officer morale, welfare and wellbeing before it is too late."

Other headline statistics from the survey include

- 72 per cent of respondents said they were dissatisfied with their total pay package (compared with 67 per cent last year) – the

highest level since the survey began.

- 73 per cent said that they felt financially worse off now than they did five years ago.
- 87 per cent did not feel fairly paid considering the stresses and strains of their job.
- Over two thirds (72 per cent) reported an increase in their workload in the last 12 months, with 62 per cent saying it was too high.

The survey results will be used as evidence in the PFEW's submission to the Police Remuneration Review Body at the end of the year, to help determine police officer pay in 2018. They also provide information to Her Majesty's Inspectorate of Constabularies (HMIC), the College of Policing, the Home Office, politicians and other stakeholders.

Chiefs promise focus on welfare

Chiefs have promised to focus on welfare of officers following the publication of the survey.

National Police Chiefs' Council Lead for Organisational Development and Wellbeing, Chief Constable Andy Rhodes, said the survey provided "valuable insight" into officers' views of the service and "all chiefs will be engaging with the results" to better understand any concerns.

"Every day, police officers operate in a dangerous and stressful work environment that involves putting themselves in harm's way to keep people safe, and as employers we have a duty to help officers manage the impact this has on their mental health and wellbeing," said Mr Rhodes. "Working with colleagues in the Police Dependents' Trust and across the armed forces we are constantly looking for new ways to help people deal with the challenges of the job. For example, this year we participated in the first national conference on resilience which generated new research into trauma, learning

from organisations such as Combat Stress.

"In many cases officers are facing higher workloads driven by unnecessary bureaucracy, which is essentially workload without any policing purpose that is known to be extremely stressful.

New ways to reduce workloads

"To tackle this, many forces are developing new and innovative ways of reducing workloads by engaging directly with their staff and we would encourage all forces to work towards reducing bureaucracy that adds little but weighs down on staff and officer morale.

"Policing is built on its people. The survey makes clear that officers are feeling prouder than ever to be a part of the police service – we have to honour that pride by doing all we can to improve their welfare and wellbeing and recognise the contribution made by officers and staff on a daily basis across the country."



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Perry Oliver - Ex General Secretary of the Metropolitan IBB.

To register your attendance please click on the link:
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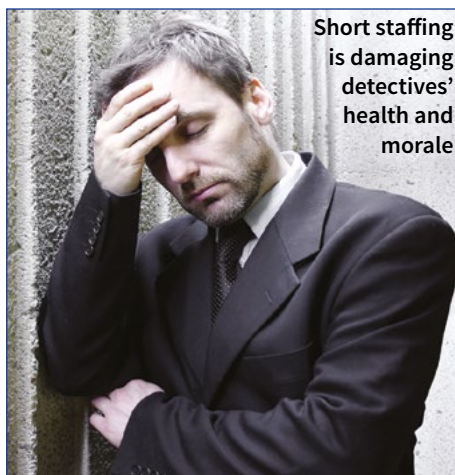
Dire findings for detectives

More than 6,500 detectives have given their views in a national survey about life in investigation units and the results are not expected to paint a pretty picture.

"The shortage of detectives is a national issue – not only in terms of resilience, but the knock-on effect this is having, specifically the impact on investigations and the toll on officer health and wellbeing," said Karen Stephens, national lead for detectives.

"We last ran a national detectives' survey two years ago when officers told us about all sorts of issues, including sickness levels and stress. The bottom line is we do not have the time or resources to investigate properly – this year's survey seeks to prove that."

The results will be shared at a two-day seminar, looking at best practice and the challenges facing investigative policing, and will culminate with



Short staffing is damaging detectives' health and morale

Picture © Lisa Gagne / iStock

an awards ceremony to recognise the achievements of some of the country's finest detectives.

"I've watched colleagues become downhearted with the job – stressed, over-worked, underpaid – and with no incentive for promotion decide to

leave the service. Sadly, we are fast losing experience, dedication and skill. It's not a job you can leave at the door, and that's no wonder when you are dealing with traumatic cases involving abuse, kidnap or murder.

"The whole service is at breaking point with huge resilience and retention issues across the board. It's all hands on deck and everyone is prepared to share the load but the result is a diluted service with officers who are tired, stressed and frustrated with the knock-on effect this is having on the public – the reason why we all do the job in the first place."

The police effectiveness, efficiency and legitimacy (PEEL) report by Her Majesty's Inspectorate of Constabulary (HMIC), published in March 2017, highlighted the national crisis in the shortage of detectives, and that the public, including vulnerable victims, are being put at risk.

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Funding issues may block lifting of commutation restrictions

The Home Office is refusing to allow the potential lifting of the pension commutation restriction for officers in the Police Pension Scheme 1987 with between 25-30 years' service, unless it is funded by forces.

Due to budget cuts faced by the service in recent years, it is now very unlikely that these new rules will be used because forces cannot afford to do so.

Without penalty

Police Federation of England and Wales (PFEW) General Secretary Andy Fittes said that the PFEW had lobbied for a number of years to remove this restriction. "Officers who do not want to do the job anymore, and who are in the

upper pay scales and nearing retirement, should be allowed to leave without penalty – this benefits the service, which is already low on funding and morale."

Members of the 1987 Scheme who retire with between 25-30 years' pensionable service are currently restricted in the amount they can commute on retirement to 2.25x the initial annual pension. Home Office Ministers had agreed to amend the regulations and in January, the PFEW was consulted on draft regulations which would allow chief officers discretion to lift the restriction within their forces.

However, the force would have to fund the difference between

the 2.25x provision and the larger commutation payment.

Chief officer discretion

The PFEW argued, among other things, that the restriction should be removed in its entirety and not be subject to chief officer discretion; and that chief constables/forces should not be required to fund the difference in payment, believing that the need for forces to fund would be a barrier and the higher commutation provision wouldn't be used.

The National Police Chiefs' Council has similar views to the PFEW on the funding of this provision, but the Home Office is refusing to consult further on it.

Autism Association has champions in every force

A national police support group now has a 'champion' representing its work in every UK police force.

The National Police Autism Association (NPAA) supports police officers, staff and volunteers affected by autism and other neurodiverse conditions such as dyspraxia and ADHD, and promotes best practices for working with members of public.

The Association, launched in October 2015 by John Nelson, the NPAA's Chair and a frontline officer with Thames Valley Police, has sought to recruit one or more volunteers in each force to act as a point of contact for anyone needing advice or signposting around autism and related conditions. The NPAA's team of co-ordinators now cover all of the UK's 48 police forces and local champions are drawn from all ranks and roles, with the team currently including PCSOs through to a superintendent.

Service embracing neurodiversity

Mr Nelson said there was a "growing realisation" in the private sector that people with neurodiverse conditions such as autism and dyslexia can bring unique creative and problem-solving skills to the workplace. "We believe that the police service needs to embrace neurodiversity in order to meet the challenges of policing in the 21st century," he said "and we are committed to empowering neurodiverse police officers and staff to achieve their full potential."

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-Howard Shaw

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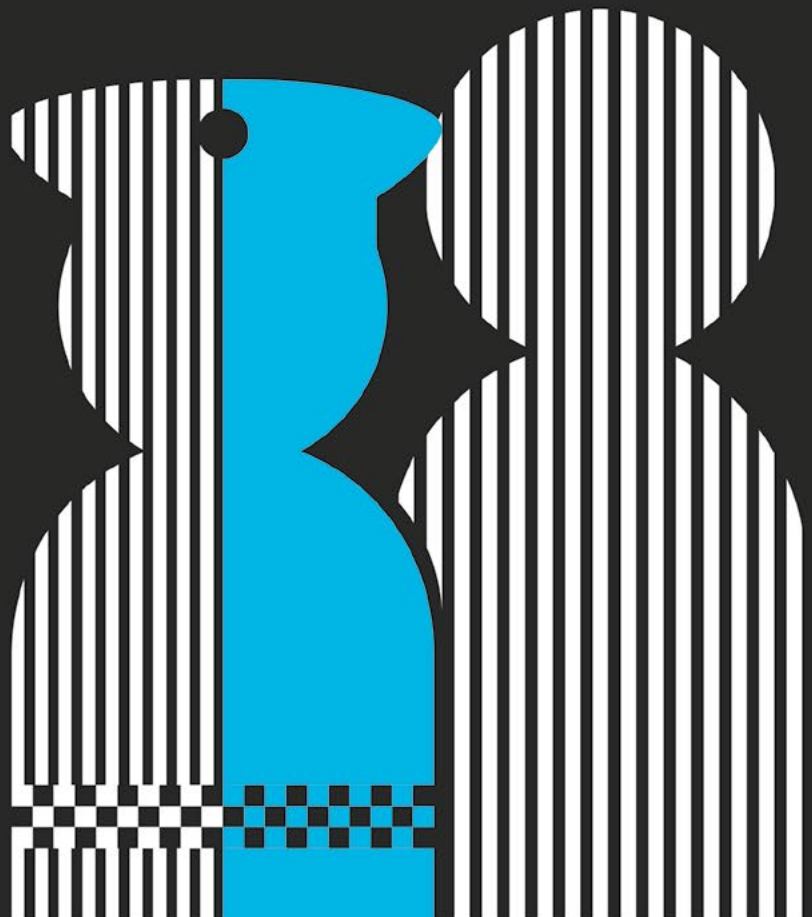
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Stand up and be counted

Officers from all backgrounds are being encouraged to stand as Federation representatives.

A national Reps@Work campaign highlights the positive difference reps can make in the workplace using real-life examples to show how becoming a local or regional representative could be a great career enhancement. Not only does it open the door to new skills, training and increased confidence, it also provides an opportunity to improve relations with your force and the working lives of your friends and colleagues.

“Elections will be taking place early next year for workplace representatives so this is the ideal time to get involved,” said Police Federation of England and Wales (PFEW) national board member Hayley Aley (below), who is spearheading the campaign. She became a rep nine years ago after a difficult experience with her line manager.

“It gave me the confidence and the knowledge of regulations to successfully challenge that treatment,” she explained. “I would encourage others to give it serious thought; the role offers so much in



terms of personal development. As well as the satisfaction of helping your colleagues, you'll learn about regulations, equality, conduct, health and safety, and gain skills in advocacy and negotiation, problem solving – all of which will help enhance your skills as a police officer. The Federation's

Reps@work
Represent, Negotiate, Influence

POLICE Federation

‘Without my Federation rep I may never have become a police officer’

Case Study: Andy Morris

Having served in three forces, become an Inspector and a Federation rep – there is no doubt that Andy Morris has enjoyed a varied and successful career in policing.

But it could all have been so different. As a Metropolitan Police cadet in the late 80s he found his future in the force at risk.

Andy explained: “I came from the Valleys. I was young, naïve, trusting of everybody and wanting to help everybody. “It was questioned whether or not the police was the right job for me because I was too nice. “It was difficult, I had no family and it was a case of who could I turn to? No bloke wants to admit to failure.”

Things turned around thanks to a Federation rep who to this day Insp Morris describes as a “legend”.

“The Federation reassured me it wasn’t my fault, just a case of

“this is what’s required”. They gave me help and guidance, they had my back and were able to provide me with support in my darkest hour. “The rep set up a balanced meeting with my superintendent and that meeting really turned the tide.

“Here we are 30 years later and I’m an Inspector. So yes, this was the career for me – but if it hadn’t been for the Federation, I wouldn’t have been able to get on and do the good things I’ve done.”

In 2015 Insp Morris became a Federation rep himself. He says: “I’ve been able to call on my experiences and empathise when people are having a hard time.”

Could you be a Fed Rep? Find out how you can get involved at www.polfed.org/repstwork

training is second-to-none and if you’re one of those people who genuinely like to sort things out – and police officers tend to be those sorts of people anyway – then you’ll make a good Fed rep.”

And the Federation is not just something to consider at the end of your career – it can be a pathway to taking your career to the next level. One former rep is Olivia Pinkney, Chief Constable of Hampshire Police. As a rep in Avon and Somerset in the late 1990s, she gained confidence and experience from working with (and often challenging) senior officers to resolve issues. “Those situations felt rank-less,” Olivia recalls. “I only had a limited time so I learned to be well prepared and clear about what I wanted to achieve. Now, as Chief Constable I could not do my job without the regular contact I have with my local

Federation – they have insight the management might not.”

PC Rebecca Smith from Derbyshire has been a rep for a year and is hugely impressed with the training she has received to date. A young mum, whose husband is in the force, she advises: “Definitely don’t be put off by the time commitment – if you feel you are getting snowed under you can ask another rep and we all help each other out. It’s been really good so far, so interesting.”

Rebecca became a rep after the Federation helped her to keep her job. She explains: “I had a blood condition that the force was aware of when I applied. Once I became a probationer they decided that they didn’t like the medication I was taking or the medical problem and basically they wanted to get rid of me. The Federation supported me through all of that and backed me up. I got to keep my job and now I want to help people that may be in similar situations.”

Reps@work



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3. Be thorough

Use the DVLA's vehicle enquiry service, the Government's MOT history check tool and order an HPI check for full details on the car including if it is stolen or has outstanding finance on it.

Buying a new car

1. Time it right

Aligning your purchase to quarterly sales targets at the end of March, June, September and December can mean dealers are more willing to negotiate.

2. Get a final price

Ask the dealer for a full and final breakdown of on the road costs such as delivery and number plates before committing.

3. Do you really need those optional extras

Try to stick to ones that could add to the resale value of your car, such as

parking sensors or a built in sat nav.

Review the period and terms of warranty cover before you commit to buying any additional cover.

Regardless of which purchase option is right for you, all car buyers need to think about:

The running costs

- **MOT:** cars over 3 years old need to pass a MOT, each year at an authorised test centre. Allow up to £54.85 for the test fees, but do shop around.
- **Car tax:** some cars are exempt, but after new rules came into force on April 1 2017, most UK drivers will need to pay car tax. Find out more at gov.uk website.
- **Car insurance:** shop around for the best deal and check the policy's voluntary and compulsory excess. To find out more about Police Mutual car insurance and get a quote visit policemutual.co.uk/insurance/car-insurance/
- **Fuel:** this can really rack up so consider buying a car with low fuel consumption.
- **Breakdown cover:** check to see if you already have cover with your car insurance or bank account or to find out more about Police Mutual breakdown cover visit policemutual.co.uk/insurance/breakdown-cover/

Your finance options

If you are buying a used car from a dealership, you may be offered finance directly from them. If you are buying new, most dealers will offer a number of finance options which may include hire purchase loans and lease agreements. Be aware of any fees and charges that apply and remember to compare the rate of interest as these can vary widely.

Alternatively, arranging a personal loan from an independent provider separately from your used or new car purchase could allow you to shop around for the most favourable terms available to you.

To help you purchase your new car Police Mutual has teamed up with Neyber, our trusted partner, to offer a personal loan available from £2,000 - £25,000 over 1 to 5 years - **4.9% APR Representative.**

IMPORTANT THINGS YOU NEED TO KNOW

Please note, loans are not currently available for PSNI members and their families. All loans are subject to status and acceptance by Neyber. Rates depend on loan amount, term and your individual circumstances and may differ from the Representative APR. Police Mutual is acting as credit broker. Neyber Limited is acting as lender for the purposes of entering into a consumer credit agreement.

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You need a strong partner when your marriage ends

When faced with a breakdown of your marriage, one of the most important decisions you will make is choosing who will represent you and your interests. You may well gather as much information as you can, and speak to others who have been in the same situation – but this could give you a false sense of security and preparedness, or worse, make you even more unsure and confused.

Before losing countless hours searching for answers, ask yourself some key questions which will help you to find the lawyer you need: what kind of divorce do you expect it to be, and what support do you need to work through it? Divorces tend to fall into the following categories:

Bitter or sweet

If the situation with your ex-spouse is bitter and hostile, you may need an experienced lawyer who can put up a fight. Alternatively, if you are on reasonable terms with your ex, you will want a lawyer who will encourage positive dialogue and instigate round table meetings.

Unpredictable

If you don't believe your spouse will be honest or fear they have hidden assets, you will need a lawyer trained to wade through financial disclosure, undertake a tracing exercise to find assets, and appoint the best professionals to help to trace missing funds.

Families with children

Separation involving children is likely to be one of the most difficult times you will ever experience. Our specialist lawyers have extensive experience in dealing with such issues, including sorting out children's living arrangements to fit around busy shift patterns.

Police pensions

No one understands better the unique pressures of police work, and how to protect your rights – especially your pension. Officers who don't seek guidance from an expert often receive incorrect or misleading advice.

Choosing your legal partner

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Amanda McAlister
Head of Family Law
Slater and Gordon
W: slatergordon.co.uk/policelaw

Top tips on saving for your children

Two of the most popular questions we get asked by police officers and staff are how much do I need to save for my children, and where should I save? The answers depend on a number of factors, but we've put together some handy tips on the subject.

Think about the future

Planning ahead is important. Think about the things your children might need financial support for in the future – their first car, a wedding or perhaps university costs (latest estimates suggest the average university debt is now £50,000). Work out when you think your children will need financial support, and how much.

Look at the different options

There are lots of savings options to choose from, but three of the most popular options are:

- Child Savings Accounts: these pay a set amount of interest and can usually be opened with just £1.
- Junior ISAs: these are tax-efficient savings plans that lock up any money until the child reaches 18. There are two types. A Junior Cash ISA works the same way as a savings account, except that the interest is tax free. A Junior Stocks and Shares ISA allows you to buy shares, bonds and other eligible investments on behalf of a child. The value of these investments can go down as well as up.
- Tax Exempt Friendly Savings Plans: these allow you to save up to £300 a year and you can usually choose to save for between 10 and 25 years. There is no Capital Gains or Income Tax to pay on any returns.

Shop around

Comparison websites are a good starting point to check out the latest savings rates.

Don't rule out stocks and shares

Many people see stocks and shares investing as risky, but over the medium to long term they offer greater growth potential than child savings accounts, so if you're planning to save for a longer period, it could be a better option. But remember, they can go up and down in value.

Just a small amount can make a difference

Putting away small amounts regularly can soon build up. Although it's not possible for everyone, some parents use part of their Child Benefit to save for their children; there are some restrictions, so it's best to check first if are considering putting some of it away for our children.

Denis Cornwall
Senior Marketing Manager – Police Mutual

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Don't believe the myths – you should plan to enjoy a long retirement

Rumours often abound in the public sector about how, once you finally retire from work, your time is limited. We've all heard a terrible story about someone retiring one day after many years service, and falling down dead the next.

So what is the expert view on the current industry calculations for the expected length of time a retiring police officer is likely to be drawing a pension?

Greater prospects and higher prosperity

If you are a police officer currently considering retirement, the chances are that you were born during a period of greater prospects and higher potential prosperity. However, as everyone is aware, that situation has changed, and if you are now approaching retirement, you are doing so in a period of increased austerity and relative uncertainty.

But it's not all bad news. Regardless of the political and financial climate, today's retiring police officers, as a group, are probably part of the most active and physically fit generation there has ever been.

Having worked for 30 years, the majority of retiring police officers, would hope and expect to benefit from their pension for the next 30 years at least. So can that still happen?

Probability based on historic trends

Clearly, it's possible for anything to happen, and when it comes to longevity there are no guarantees for any of us! However, the Government Actuarial Department (GAD) works on probability based on historic trends. And the good news is that the GAD current estimate for paying out a police pension for a 50-year old police officer retiring now is around the 30-year mark.

If you are one of the many who has a low expectancy in relation to how many years police officers get to enjoy their retirement, hopefully that statistic will blow away some myths.

The important message here though is that, whether you have enjoyed the past 30 years of your police career or not, there's definitely hope of an enjoyable retirement after you retire from the service.

*David Campbell
Principal*

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For Dawn, the painfully bleak outlook makes a mockery of modern justice

Dawn, aged six, lives in a condemned high-rise on Mandela Avenue. She has no friends because she wets herself when the children sit on the floor for reading time at the local primary school. As a large warm pool of urine slowly grows larger around Dawn, the other children move away.

Her garish coloured chiffon dress is covered in ribbons and lucky charms. Faded by her mother's constant hand-washing after Dawn's accidents, the dress is slowly losing its appeal. If a male of any age touches Dawn, she screams uncontrollably for up to five minutes and cannot be stopped, even by her favourite female teaching assistant.

I was speaking to one of our courageous midwives this week. She is monitoring Dawn's sixth and newest sibling; an emaciated and filthy four-month-old baby named Bobby-Ray Jr. She had asked Dawn's mother why Dawn wets herself and screams when a man touches her. It is because her father 'interferes with her' when he bothers to turn up drunk to steal the child benefit.

Masquerading as modern justice

I check with the Child Protection DS. She tells me that Dawn and every single one of her siblings have been designated as a 'Child In Need'. I ask if Dawn's mother's 'partner' has been nicked for sexual assault. "Which partner? She has three." Do they all rape Dawn? "No. Only two of them raped Dawn." I hear that what masquerades as justice in modern Britain has been done and they are enjoying a break 'inside'.

The two men are related. They enjoy some kind of 'entitlement' to Dawn's mother and to Dawn and her sisters because of a deal their father did with Dawn's grandfather over some land. This deal was broken by Dawn's grandfather and to avoid a feud, Dawn's mother was 'promised' to the brothers. Dawn's mother then injected a level of confusion and damaged pride into the equation by producing two mixed-race children. This was some kind of insult to the family who own her, and she had to be re-housed at public expense on two occasions.

I ask if Dawn's mother's 'partner' has been nicked for sexual assault. "Which partner? She has three." Do they all rape Dawn? "No. Only two of them raped Dawn."



INSPECTOR GADGET

The DS looks tired and a little too thin for a woman of her age. At 26 she looks twice her age. I ask her about Dawn's future. She has no idea. Her team lost two-thirds of their officers under the budget cuts. Dawn and her family will now be 'managed' by local uniformed police who have neither the training nor capacity to do so effectively. But their team has been re-named to fool HMIC, the public and anyone else who looks too hard.

The DS applied for her own job under the new system but was unsuccessful and is going to be a custody sergeant. She doesn't mind, she has clearly had enough. I ask her how many Dawns there are on her patch. More than 50 families, I'm told, 'engaged' with social services under child protection measures for neglect or abuse on that estate alone.

We stand in silence for a few minutes. I want to give her a squeeze but that would now be illegal under the Orwellian 'Code of Ethics'. Meanwhile Dawn is still wetting herself and screaming if any male of any age touches her. The suburban kids with biblical names in her class like to test this reaction every day or so.

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